

Detailer Debrief and Q&A

Politics

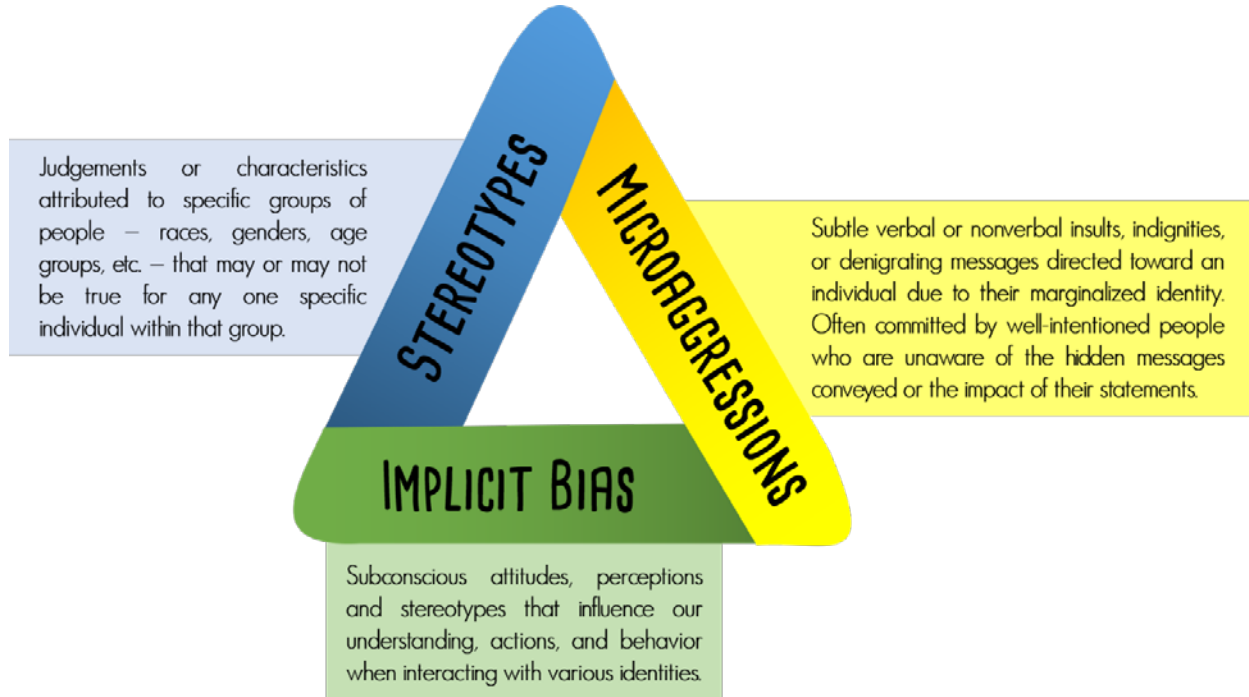
Scenario: A plebe has received partisan leaning images in the mail and displays them on his corkboard. He proceeds to spout political ideology and make sly remarks that are insensitive to other members of his company. Other plebes, irked by his incessant tauntings, go to the detailers for guidance. In response, the detailers do little to empathize with the plebes or curb his behavior.

Now, post-plebe summer, he voices even more controversial subjects on his social media.

- Per COMDTMIDNOTE-5720, “Active duty members may...express their personal opinions on political candidates and issues.”
- As a detailer, it is your job to ensure the training environment is safe and productive
 - These plebes did not feel comfortable with how their counterpart was treating them
- Do not allow behavior during plebe summer that would not be acceptable during the academic year
 - Exp: (b) (6), (b) (5), (b) (7)(C)

Accountability

As a detailer it is your responsibility to hold yourself and other detailers accountable. Be aware of how stereotypes, microaggressions and implicit biases affect your actions and the actions of your fellow detailers.



Reflection and Discussion

F.L.E.X.

- **F**ocus within: evaluate your perceptions and biases that you might have and try to avoid making assumptions based on those perceptions
- **L**earn about others: Recognize their perspective/bias and see how they might see a situation differently and your actions may impact them.
- **E**ngage in dialogue: Ask open ended questions, listen to understand, offer views, avoid blame, discuss impact of actions.
- **eX**pand the options: brainstorm solutions, be flexible in reaching a common goal, seek diverse perspectives.

Scenario: Detailer X mistreats a plebe and clearly holds racial biases. Detailer Y later apologizes to the Plebe for Detailer X's behavior and states that "everyone knows Detailer X is a bit racist"

Besides apologizing to the plebe what else could Detailer Y do to address the issue?

What are different ways to approach Detailer X about the situations?

“Attitude”

Scenario: An African American plebe is asked to stand in Alumni hall during a brief by a white male detailer. Confused as to why she is standing she respectfully asks why. When told she was sleeping, she responds that she was not. The detailer takes her out into the hall and proceeds to yell at her for being disrespectful by arguing with a detailer and how if she “kept her black girl attitude” she would be gone from USNA.

What is wrong with this instance?

What could have the detailer done differently?

- As a detailer when challenged if you are wrong it is YOUR responsibility to correct yourself and apologize to the plebe.
 - Beyond being a detailer you are a person and beyond being plebes they are people. Be conscious of your mistakes and how you are approach the people you are training.
- Refrain from using stereotypical and bias expressions
 - E.g. “black girl attitude”
 - A person's behavior or “attitude” is **NOT** correlated with their skin color. Assuming so stereotyping and should be reflected on.

Sympathy vs Empathy

- Don't feel sorry for plebes because of color, orientation, gender
Instead have tact enough to rid yourself of preconceived ideas
- Give all plebes equal attention, do not avoid plebes because of uncertainty on how to interact with them.

Being Conscious of Verbiage

- “Towel Heads” Example
- Steer clear of words that generalize a culture of people
- Words/Phrases like “nappy, like a girl, that’s gay”..

7. Regulations on Hair

During Plebe Summer African American women are frequently targeted due to their hair. Women with natural hair have the option of opting to put it into cornrows. This should not be a source of contention.

SCENARIO: MIDN 4/C Robinson arrived on Day with her hair out in a short fro. A few days in, she shows up on the bulkhead one evening with her hair in two cornrows. 2/C King sees this and tells Robinson that she needs to take out the cornrows since that's not how she showed up on Day. Robinson comes to you later explaining that it's harder for her to take care of her hair in a fro. What do you do?



<https://youtu.be/S7K1BOo2Kqk>

8. “PT” as a punishment: is it always effective?

When a detailer receives reports of prejudice or racist remarks, his or her first thought may be to punish the Plebes with PT. But is this really effective? When it comes to certain things, a discussion may be worth more.

SCENARIO: While the Plebes are at an evolution, you hear from one of your Squad Leaders, 2/C Lee, that a member of his squad, 4/C Harris, was caught using a derogatory term. 2/C Lee explains that he PT'd 4/C Harris as punishment, and left it at that. What do you do?

9. Avoid categorizing

During PT, detailers tend to get very pumped up, and sometimes say things in the heat of the moment that are far from appropriate. Be mindful not to categorize someone.

SCENARIO: During a rough PT session, you overhear 1/C Myers yell at 4/C Ali, “Keep going! You need to be strong for others like you!” Ali, who is black, looks visibly upset by this. Later you approach 1/C Myers but she brushes it off saying, “You know how few black Mids are here, I was just encouraging him to be better so he can one day uplift other African Americans.” What do you do?

10. Show Respect for Everyone's Cultures and Beliefs

- Please refrain from saying the following:
 - Cursing-it is unprofessional and if used in a disrespectful manner, may easily affect company morale in the long-term; may erode the plebe's trust in their detailers
 - Ethnic, LGBTQ-related, **religious** slurs or innuendos.
 - **Religious:** "During my plebe summer, one of the squad leaders profaned the name of the Lord God Jesus Christ by shouting His name in **anger and rage rather than in worship** "
- *Scenario: "You hear your fellow detailer, MIDN A, in the midst of his anger and frustration yell, 'Jesus effing Christ' after a plebe has failed to properly recite their rate. What would you do? What if a plebe screamed this after his fellow squadmate failed to properly recite his rate and the whole squad is being punished, what would you do? "*

11. Prejudice vs. Detailer Mode

- Company Commanders really set the precedent for healthy interactions in the company. One way to achieve this is by setting CLEAR expectations for what is acceptable and in the event that this is breached, setting CLEAR expectations for handling these situations.
 - Is this detailer being prejudice or acting out of detailer mode?
 - How will these two cases be handled *differently*?
- *Scenario: "You hear your fellow detailer, MIDN J, say to a Black plebe, 'you are weak, you don't belong here and you might as DOR because you're not going to make it!' What would you do? "*

Racial Discrimination and Biases

Summer 2020

Biases

- Mental shortcuts
- Used in making judgements and decisions
- Products of childhood, environment, work place, etc.

Microaggression

- Indirect, subtle, or intentional discrimination against members of a marginalized group
- Relies on an assumption about the group of people
- May happen unintentionally
- Product of biases that are held by an individual or a group of people.

Impact of Biases and Microaggressions

- Prefer people who are similar to us
 - Give them more consideration
- Shortchange those who are different
- Exclusion from group
- Biases can become formalized over time

Self Serving Bias

Attribution to an Outcome

Success Outcome

Failure Outcome

Attributed to *Personal Characteristics*

- Preparation
- Diligence
- Skillfulness

Attributed to *External Factors*

- Noise
- Classroom distractions

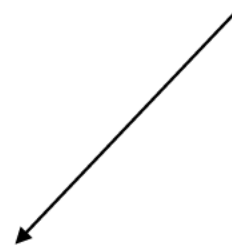
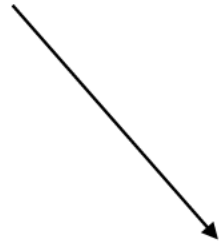
Fundamental Attribution Error

Explaining Other People's Behavior

Personality

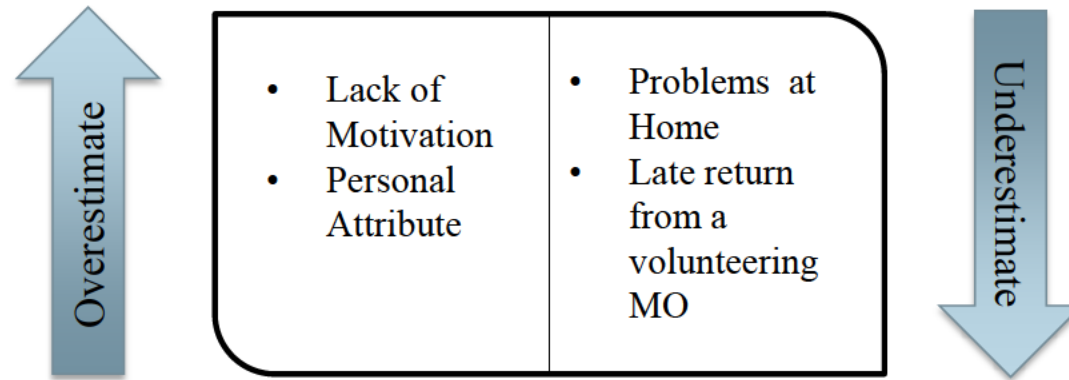
Situation

Behavior



Fundamental Attribution Error Example

**Why is a Midshipman
underperforming?**



Bias in Combination



Self-Serving Bias



**Fundamental
Attribution Error**

Implicit Bias

- Unconscious prejudice against a group, category, or entity



Officers vs. Enlisted



Males vs. Females



USNA vs. USMA

Implicit Bias Research

- Wide popular press coverage
- **Purpose:** to discover individuals' internal biases
- Courses, interventions, tests

Implicit Attitudes/ Association Test (IAT)



IAT: Category Pairs



Men



- Good
- Happy



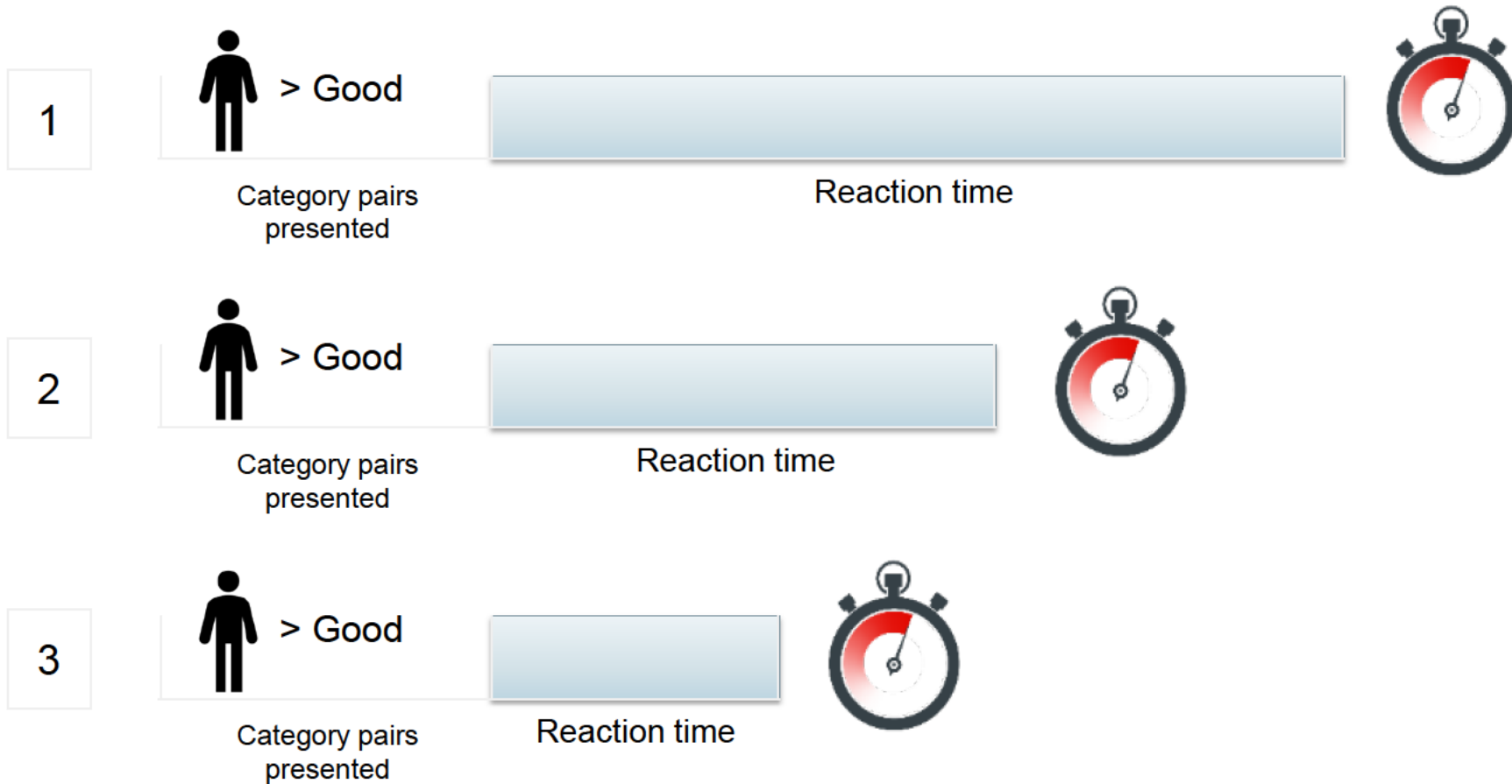
Women



- Bad
- Negative

IAT: Reaction Time

Attempts



IAT: Reaction Time



Men

- Bad
- Negative



Women

- Good
- Happy

IAT: Reaction Time

Reaction Times



00:00:03



00:00:05

Bias correlated with reaction time

Take the Test

<https://implicit.harvard.edu/implicit/takeatest.html>

10 Minute Break

IAT Problems

- Low test reliability
- Stability of results
- Unintended effects

A Different Approach

- Addressing Each Individual Biases
- Instituting Organizational Practices

A Better Approach

- Education about inclusion/exclusion
- Practice including others
- Make values concrete
- Help people to commit to values
- Encourage conversations with new/different people

Practice Inclusion

